

TCN BENEFITS

Visitation and Recuperation Breaks (VRB) Travel and Administrative Leave

TCN employees are authorized to receive roundtrip economy air travel for **three** Visitation and Recuperation Breaks (VRBs) trips during each one year assignment to Baghdad. These employees also receive five workdays of administrative leave and up to **two** travel days per VRB; administrative leave should not exceed fifteen (**15**) workdays per year. Each VRB trip will not be exceed a maximum of twenty-one (**21**) calendar days away from post (including travel time) for a total of sixty-three (**63**) calendar days per year. **Two** of the **three** VRB trips must be to the employee's home country; **one** of the **three** VRB trips may be to an alternate location on a cost construction basis.

Allowances

TCN employees will receive the TCN Iraq Service Differential of **35% of basic salary for one year of service; 40% of basic salary for two years of service; 45% of basic salary for three and four years of service; and 50% of basic salary for five years of service.** TCN Employees will also receive Unique Conditions of Work Allowance (UCWA) which is **15% of basic salary.**

Life Insurance/Death Benefits

Upon the death in service of an eligible TCN Employee, the designated beneficiary(ies) is/are entitled to a death benefit payment as follows: Employees who have **completed first year or partial year of creditable service** will receive death payment of **one year of basic salary;** and employees who have completed **two years or more of creditable service** will receive death payment of **one year of basic salary plus one month basic salary** for each additional year of service.

Severance Payment

Eligible TCN employees who are involuntarily separated from service or die while in service is and who have completed one to three years of creditable services will receive severance pay equal to **six months of basic salary;** and employees who have completed four plus years will receive **six months of basic salary plus one month basic salary** for each additional year of service.

Emergency Visitation Travel (EVT)

TCN employee serving in Iraq for one year is eligible for emergency travel at U.S. Government expense to their home country in certain situations of family emergencies as outlined:

Medical: A member of the employee's or the employee's (spouse, children, step-children, parents, foster children, foster parents) is seriously ill or injured and faces imminent death.

Death: Death in the immediate family (spouse, children, step-children, parents, foster children, foster parents) of the employee; **Unusual Personal Hardship:** Emergency Travel in situations involving unusual personal hardship may be approved in exceptional circumstances on a case-by-case basis by the supervisor and HRO.

Health Insurance

TCN employees are covered by a private health insurance plan providing regular health care benefits up to a maximum reimbursable amount of **\$20,000 per year**. TCN employees will be reimbursed up to **\$1,000 per year** to cover cost of health insurance for their dependents (spouse, children) in their home country of origin.

Medevac Insurance

TCN Employees are covered by a private insurance plan with medical air evacuation to Amman, Jordan and medical care/treatment up to maximum of **\$500, 000 per insured**. This plan also covers war related injuries sustained in the line of duty.

Unaccompanied Air Baggage (UAB)

TCN employee serving a one year tour of duty in Iraq is eligible for a UAB shipment of up to **500lbs gross weight** to post upon assignment and from post to home country of origin up on separation.

Meals and Housing

TCN employees will be provided **U.S. Government furnished quarters** with a shared bathroom. **All meals will be provided in an Embassy dining facility.**

Personal Service Agreement (PSA) Renewal Benefit

TCN employees who complete a one year tour in Iraq and sign an employee agreement for a second/additional year are **authorized round trip travel to their countries** of hire not to exceed a maximum of twenty-one (21) calendar days as authorized during VRB travel and Administrative Leave Travel **including five days of administrative leave and two travel days**. Each employee would be indebted to the U.S. Government for this particular PSA Renewal Benefit should they fail to return to service in Iraq as committed. TCN Employees who return to Iraq after taking the PSA Renewal Benefit are required to complete a minimum of twelve months service.